

Towards our  
**potential future**

إشراق

ESHRAQ



# | Contents

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# Chairman Message

**We are pleased to present our Sustainability Report for 2022, which reflects our steadfast commitment to aligning with the UAE's vision for economic, social, and environmental prosperity**

As part of our responsibility to current and future generations, we recognize the importance of preserving our natural resources, and we are determined to make a positive impact through sustainable practices. Equally important to us is our commitment to cultivating a positive work environment for our employees, which we view as crucial to our ongoing success.

In this report, we present our updated sustainability strategy, highlighting our efforts to reduce our environmental impact, prioritize our workforce's well-being, and foster a prosperous community. Our commitment to exceptional governance standards underpins all of our ambitions. While we recognize that we are at the start of our sustainability journey, we remain dedicated to pursuing long-term success by continuously improving and evolving.

I would like to take this opportunity to express our deep appreciation and sincere thanks to the visionary leaders of the UAE for their exceptional guidance and unwavering commitment to progress and growth. Additionally, I would like to extend my gratitude to the entire Eshraq family, our esteemed partners, communities, and stakeholders, for their unwavering support.

As we continue on our journey, we remain committed to upholding the values that have been integral to our success. We pledge to continue fostering a culture of collaboration, innovation, and sustainability, and we look forward to building stronger partnerships with our stakeholders in the years ahead.

**Jassim Al Seddiqi**  
Chairman

“ ”  
we recognize the importance of preserving our natural resources, and we are determined to make a positive impact through sustainable practices



# | About this report

## Reporting Scope

Welcome to Eshraq Investments PJSC's (hereafter Eshraq) sustainability report, encompassing Eshraq and its portfolio companies which are namely - the Daman Towers 58 Units, Marina Rise and Nuran Marina and Beans and Pages. The scope of this report is wider than Eshraq's 2021 sustainability report which is why the metrics for 2020 and 2021 differ from those reported in the 2022 reporting period.

We have aligned our sustainability approach with internationally accepted best practice standards to measure and report on our environmental, social and governance activities. This report demonstrates our actions to deliver Eshraq's sustainability vision to our stakeholders.

## Reporting Period

This report covers environmental, social, economic and governance performance and activities from 1st January 2022 to 31st December 2022. It presents Eshraq's approach and commitment towards sustainable development in the United Arab Emirates.

## Reporting Standards

We have strived to prepare this report in accordance with the Abu Dhabi Securities Exchange (ADX) ESG Reporting Guide for listed companies, including reference to international standards such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs).

In addition, this report demonstrates our efforts towards supporting national visions and objectives, as outlined in the UAE Principles for the Next 50 and UAE Net Zero Plan 2050.

## Inquiries and Feedback

Eshraq Investments welcomes any feedback or inquiries related to this report on the following email:

[📧 suggestions@eshraquae.com](mailto:suggestions@eshraquae.com).



# Eshraq at a Glance

## About us

Eshraq Investments PJSC was initially registered as a private joint stock company in the Emirate of Abu Dhabi on 24 December 2006. On 7 July 2011, Eshraq converted to a public joint stock company. Eshraq is listed on the Abu Dhabi Securities Exchange.

Eshraq - its subsidiaries and an associate are principally engaged in commercial enterprise investment and real estate business which includes sale, investment, asset management and associated services. Eshraq also owns a hotel apartment building.

For management purposes, Eshraq is organized into three major segments, as follows:



**Investment**



**Hospitality and leisure**



**Investment and asset management**

The main business of the Company is investments in distinctive areas of Abu Dhabi and Dubai. Our real estate assets are in premium locations across both Emirates and have the potential to generate superior long-term returns. Eshraq Investments is an investment Company with assets in real estate, public equities, fixed income, private equity and debt products.



## Vision

Our success is rooted in our contribution to the economy of the UAE. Our vision is to become one of the region's leading investment companies with a wide network of partners and associates.



## Investment Portfolio

### REAL ESTATE

Owned Land Plots:

10

Sold Plots:

2

Land area Owned post sales:

1,098,227 sqft

Total GFA:

3,453,984 sqft

Land Area Sold:

36,930 sqft

Total GFA Sold:

414,179 sqft

### INVESTMENTS

Total investments:

8

Total Underlying Investments:




1.821 billion AED

Dividend Income:

4.29 million AED

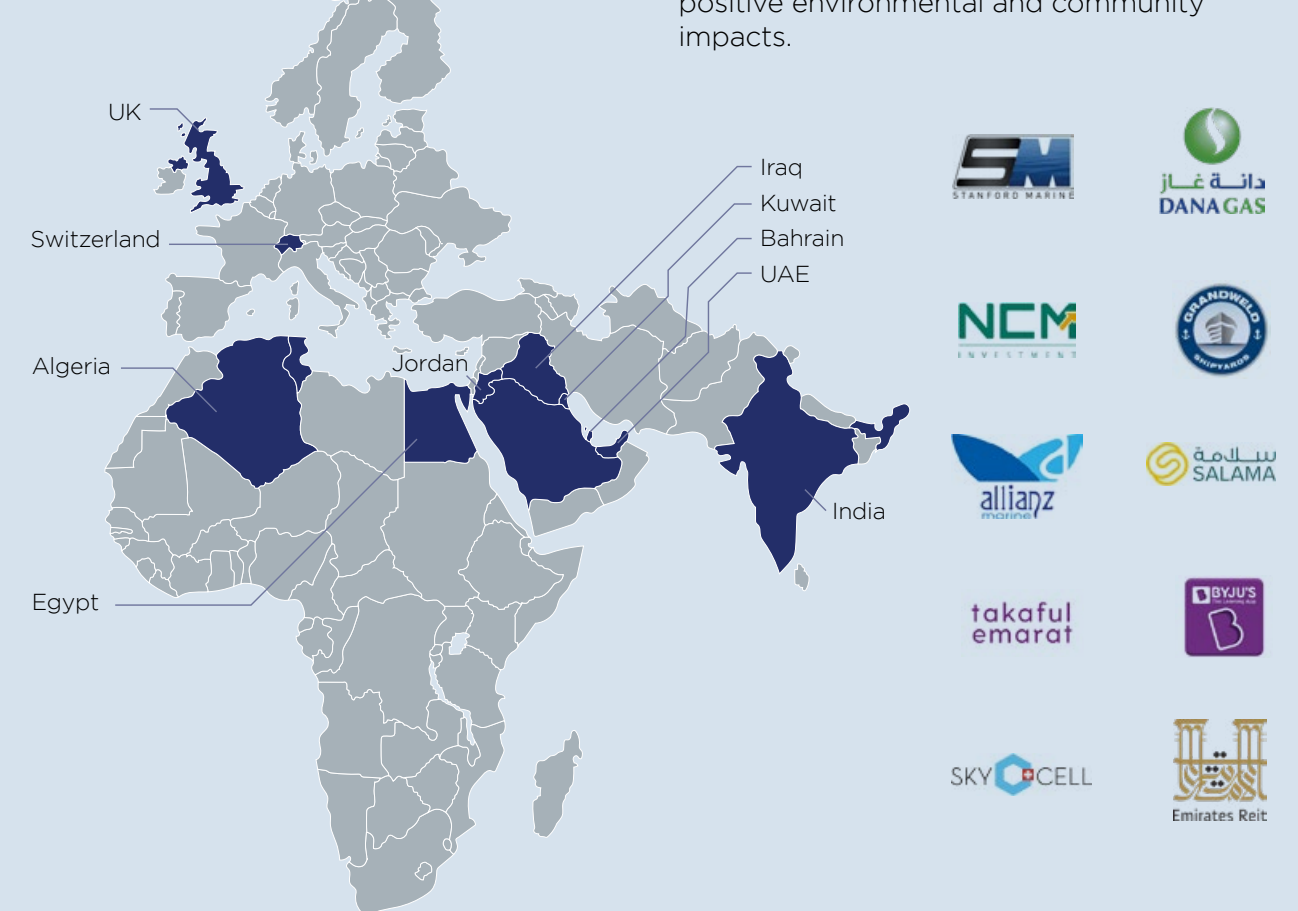
Eshraq has grown into a stable and high-growth potential company offering attractive investment opportunities for investors looking to gain exposure to GCC's most dynamic property market. Eshraq will further its investment potential with a sustainable and well devised strategy combined with a disciplined execution and oversight.

### Our commercial goals in real estate can be summarized as follows:

-  Exposure to the UAE real estate sector through the presence of Eshraq in Abu Dhabi and Dubai.
-  Exposure to Dubai's hospitality segment through the ownership of Nuran Marina in Dubai Marina.
-  Exposure to Abu Dhabi's mainland and offshore/freezone through The Gateway and Reem Island Projects.

We aim to achieve these three objectives in a way that is sustainable and promotes positive environmental and community impacts.

### UNDERLYING INVESTMENTS GEOGRAPHIC PRESENCE



# Financial Performance



**2.704bn**

(AED) Value of Eshraq net assets in 2022



**41.02m**

(AED) Net sales in 2022



**93%**

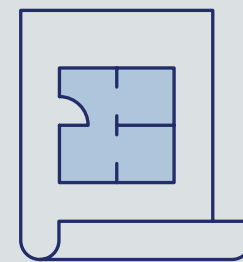
Occupancy Rate until Q4 2022: (Ave. at group level); in 2021: 79% ; in 2020: 86%



Total Number of Property Owned:

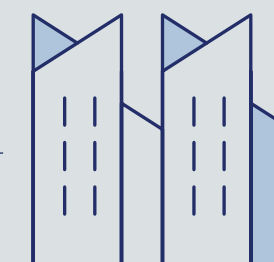
**10**

Undeveloped Plots



**1**

Residential Tower



**1**

Hotel Apartment Tower



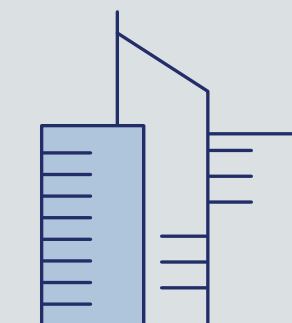
**58**

Residential Units



**1**

Commercial Building



Chapter 1

# Governance



# The role of Governance in the UAE

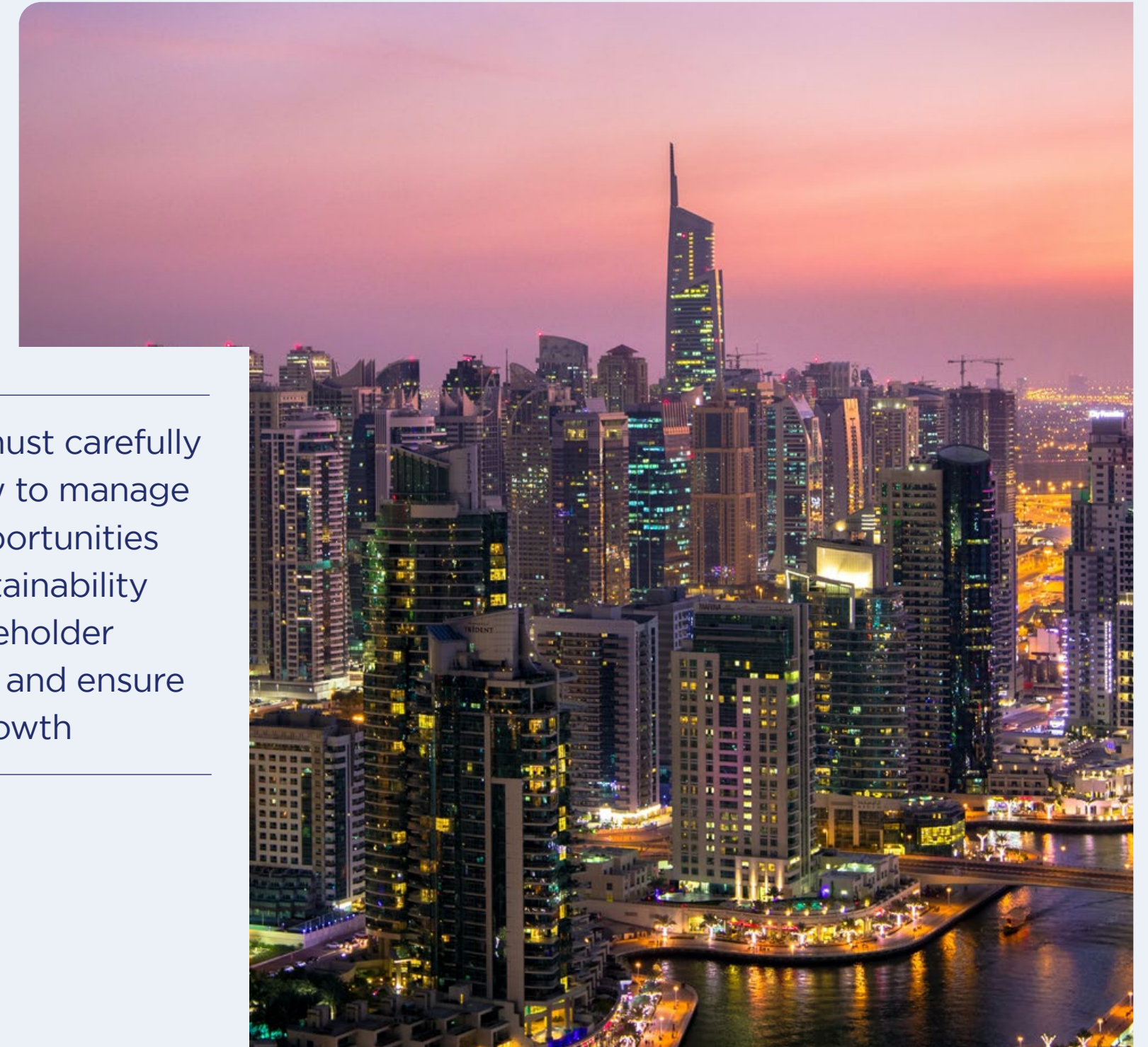
**Corporate governance procedures have undoubtedly been impacted by COVID-19 over the past few years, which have also put them and their use to the test**

Board oversight is also at a crucial juncture as Boards must assist their firms in reimagining, rethinking, and resetting as the globe adjusts to living with COVID-19 as an endemic disease rather than an acute crisis. Several areas have become crucial for boards and businesses to concentrate on.

Boards must now re-evaluate strategy and priorities to take into account topics like the pros and cons of working from home versus in an office, the speed of technological advancement, the need for more sophisticated and reliable supply chains, and expanding engagement with the customer base whose needs and expectations are shifting. They must also examine how the firm mission, culture, values, and strategy are aligned; and establish procedures that foster effective boardroom debates about the future and strategy.

Stakeholder interest in sustainability is becoming more prominent in the region. EXPO 2020 in Dubai highlighted many examples of sustainable solutions in the built environment in action. The Conference of Parties for the UN Framework Convention on Climate Change (UNFCCC) will host their annual conference (COP28) in Abu Dhabi in 2023. Accordingly, companies in our region will increase focus on corporate sustainability. Businesses must carefully consider how to manage risks and opportunities linked to sustainability to meet stakeholder expectations and ensure long term growth.

“”  
Businesses must carefully consider how to manage risks and opportunities linked to sustainability to meet stakeholder expectations and ensure long term growth





# Our Corporate Governance

**Our Board of Directors is committed to the strategic development of Policies and ESG initiatives. Eshraq’s Board of Directors comprises 7 members, of which 1 member is female. Our female board member was appointed in 2021, reflecting our commitment to increasing diversity at all levels across the Group, including senior management and directors.**

Our corporate governance structure and its key constituents can be summarized as follows:

### Our Board of Directors

Board of Directors (6 Male and 1 Female) a total of 7 members, all of whom are non-executives, five of whom are independent

Executive Committee, Audit Committee, Nomination & Remuneration Committee, and Insider Trading Supervision and Follow-up Committee

### Our other stakeholders, represented by our Supporting Service Department

Sustainability is managed under Supporting Services

Eshraq has a codified Terms of Reference for the Nomination and Remuneration Committees of the Board of Directors. This outlines details of membership, powers, duties and responsibilities of the Committee. The Committee meets at least once per annum and otherwise as required and the Chairman reports formally to the Board on its proceedings after each meeting. The Nomination and Remuneration Committee evaluates the performance of Board members.

The table below provides information on the composition of the Board of Directors at Eshraq.

Board of Directors	2020	2021	2022
Total number of board members (#)	6	7	7
Total number of independent members (#)	4	5	5
Total number of non-independent members (#)	2	2	2
Total number of executive members (#)	0	0	0
Total number of non-executive members (#)	6	7	7
Total board seats occupied by men (#)	6	6	6
Total board seats occupied by women (#)	0	1	1

Scope: Eshraq Investments PJSC

6 

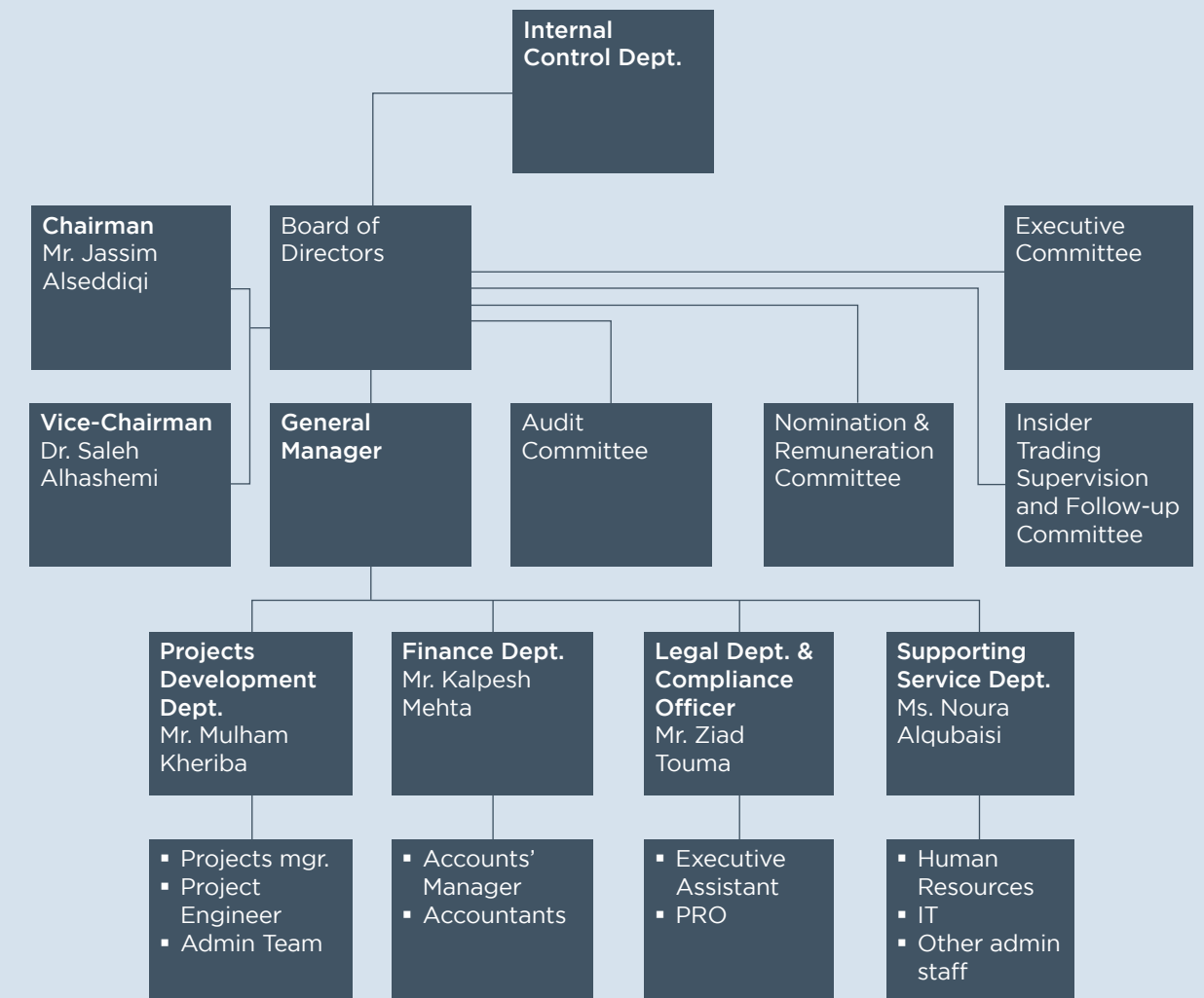
Male board members

1 

Female board members

## Eshraq Investments PJSC

The company is currently organized as follows:



Chapter 2

# Sustainability at Eshraq



# Sustainability and the Real Estate Sector

Over 350 million people live in the Middle East and North Africa (MENA) region and rapid urbanization has characterized this region's population growth.

This is anticipated to continue; the World Green Building Council (WGBC) estimates the number of urban residents is likely to double from 200 million to 400 million between 2010 and 2050.<sup>1</sup> Due to difficulties associated with the relocation of people brought on by conflict in central Europe, there will be a significant demand for residential buildings, recreational development and office spaces.

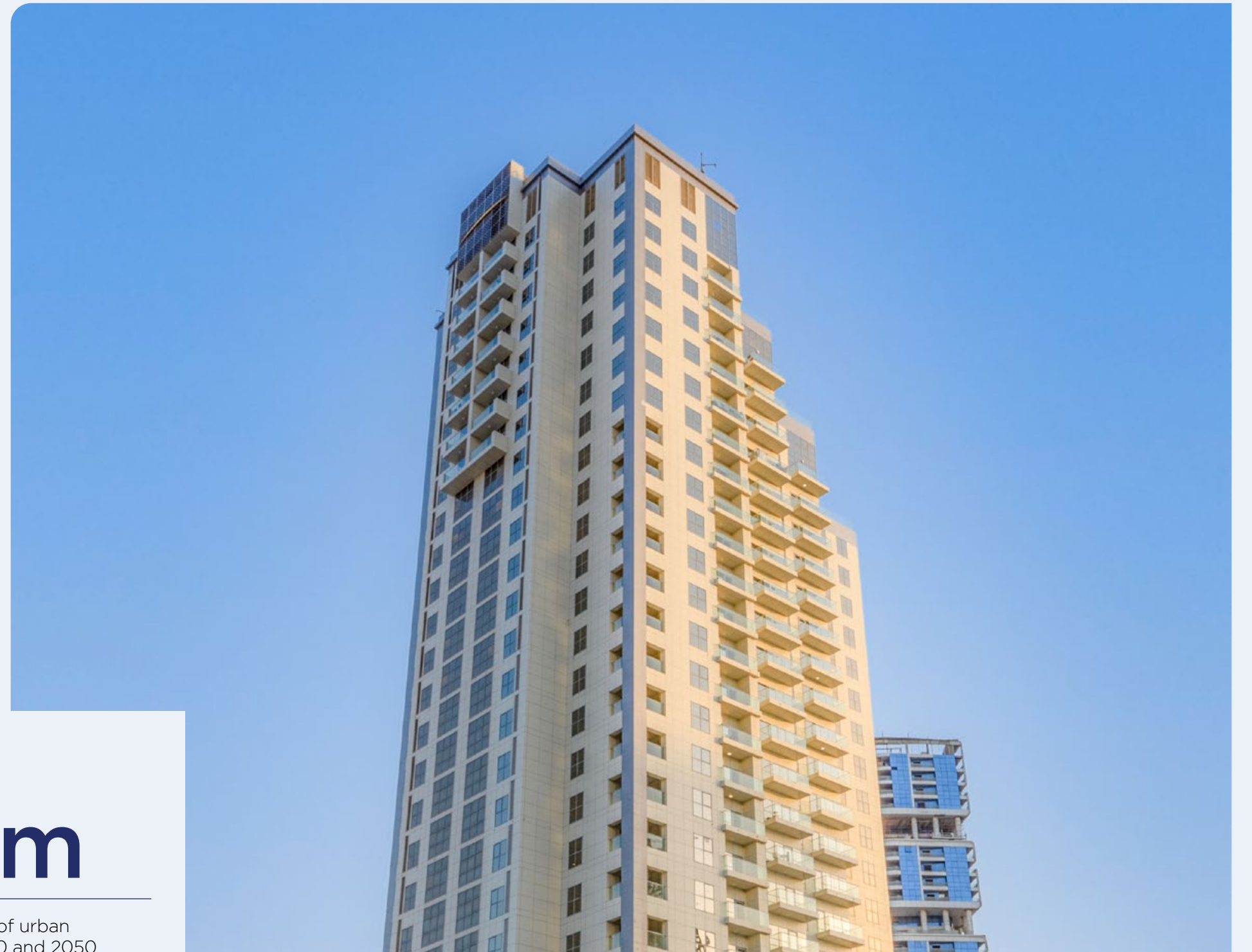
However, during the coming few years, the MENA region is also expected to play a crucial role in the worldwide expansion of green buildings. The MENA Regional Network's Green Building Councils are addressing issues and opportunities in the region's built environment to improve people's quality of life, reduce adverse effects on the environment, and increase economic advantages for citizens.<sup>2</sup>

At Eshraq we have responded to these developments by undertaking a materiality assessment and a management framework informed by the United Nations Sustainable Development Goals (SDGs) insofar as they are relevant to the built environment.



## 400m

estimates the number of urban residents between 2010 and 2050



<sup>1</sup> World Green Building Council, Middle East and North Africa [website] <https://worldgbc.org/mena/>  
<sup>2</sup> World Green Building Council, Middle East and North Africa [website] <https://worldgbc.org/mena/>

# Materiality Assessment

In 2022 Eshraq undertook a review of the material topics identified in its 2021 report to ensure that the topics identified previously continue to represent the organization's most significant impacts in the 2022 reporting period.

## Materiality Analysis

Materiality analysis stands as a crucial tool for us to identify the most relevant and societal goals that align with Eshraq's vision and business strategy and to determine the content of our sustainability report.

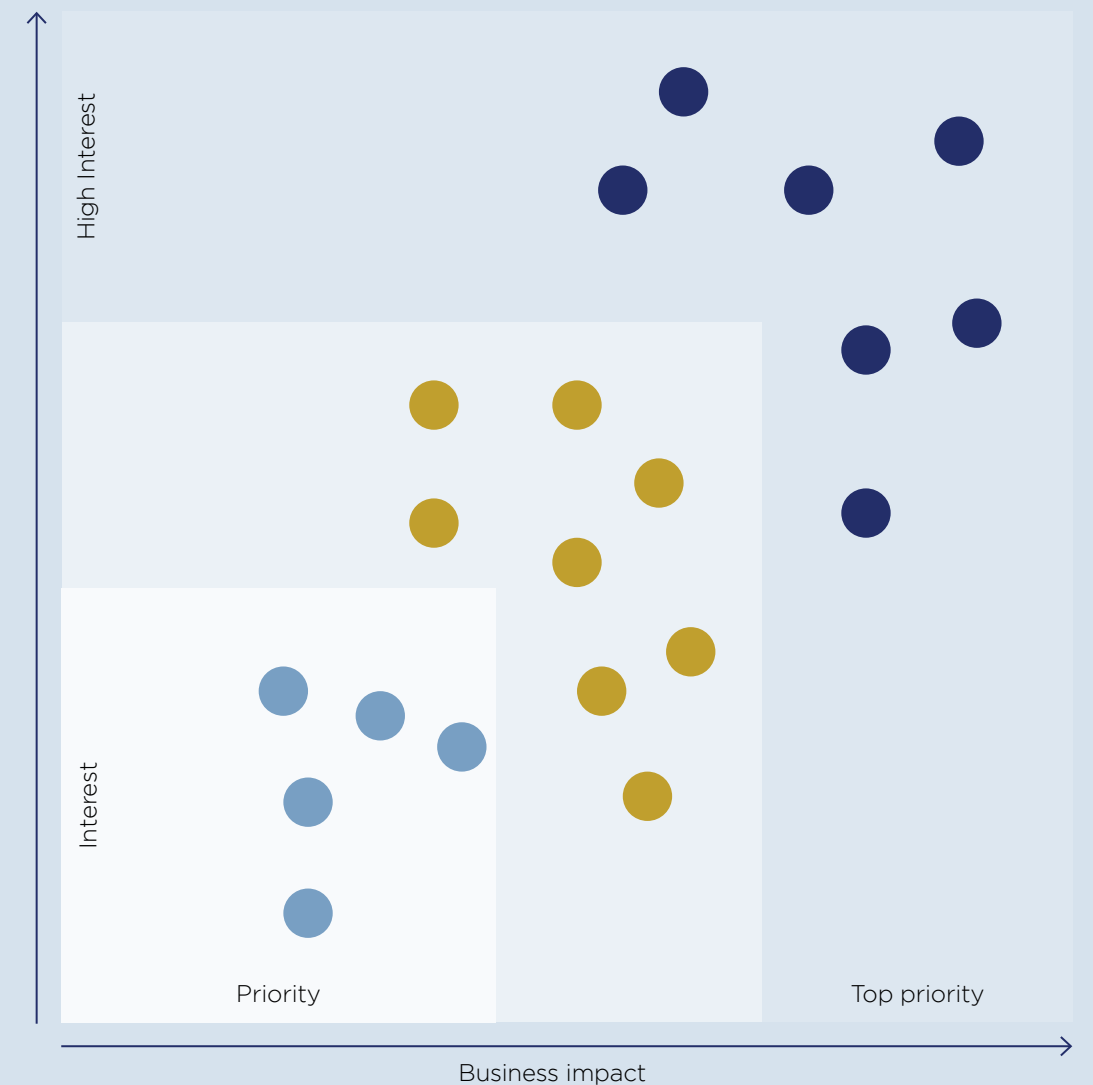
The analysis is based on data-driven extensive stakeholder consultation. The data, internal and external, is the most important tool in analyzing this report. The data is based on current and former government norms, seeking opinions with stakeholders and reviewing our sustainability measures.

The 2022 materiality review included a review of international standards (such as SASB, GRI), national priorities (such as the Strategic Plan 2021-2025, UN SDGs) and a review of ESG rating agency priority topics.

Following the review, Eshraq identified 'Local Communities' as an additional material topic for the Company. The list of topics was assessed and the themes we will prioritize for this reporting period include:

-  Energy and climate
-  Environmental resource management
-  Employee wellbeing and talent management
-  Ethics and compliance
-  Local Communities
-  Customer health and safety

- TOP PRIORITY**
  - GRI 301 Material
  - GRI 302 Energy
  - GRI 303 Water
  - GRI 305 Emissions
  - GRI 306 Waste
  - GRI 307 Environmental Compliance
  - GRI 403 Occupational Health & Safety
- MEDIUM PRIORITY**
  - GRI 304 Biodiversity
  - GRI 405 Diversity and Equal Opportunity
  - GRI 418 Customer Privacy
  - GRI 201 Economic Performance
  - GRI 203 Indirect Economic Impacts
- LOWER PRIORITY**
  - GRI 401 Employment
  - GRI 402 Labor/ Management Relations
  - GRI 406 Non-discrimination
  - GRI 412 Human Rights
  - GRI 416 Customer Health and Safety
  - GRI 419 Socioeconomic Compliance
  - GRI 205 Anti-corruption
  - GRI 207 Tax



# Sustainability Framework

Eshraq has developed a sustainability framework to articulate its long-term strategic ambition around environmental and social ambitions. This is built around three key pillars:

## Managing our Environmental Impact

Taking steps to manage our environmental impacts will ensure sustainable growth and will demonstrate to our stakeholders that we are a committed and responsible business

### MATERIAL ISSUES COVERED

- Energy and Climate
- Environmental Resources Management

### SDG ALIGNMENT



## Taking Care of Our People

Our people are our greatest asset and we are committed to creating a safe and inclusive environment where they can thrive and grow

### MATERIAL ISSUES COVERED

- Employee Wellbeing and Talent Management
- Ethics and Compliance

### SDG ALIGNMENT



## Building a Thriving Community

We believe that our success is underpinned by the success of the communities we operate in. We are committed to ensuring that our activities contribute towards a strong and vibrant community.

### MATERIAL ISSUES COVERED

- Local Communities
- Customer Health and Safety

### SDG ALIGNMENT



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Managing Our Environmental Impact



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Building a Thriving Community



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Eshraq will use these pillars provide a framework around which to focus its key activities and commitments.

# Managing Our Environmental Impact

Eshraq takes steps to better understand our climate impacts and look for opportunities to manage these effectively. We also aim to better understand and monitor resource consumption across our operations (e.g energy, water, paper). Eshraq supports internal initiatives and community programs that promote behavioural change around energy and resource consumption, our Nuran Marina program being one example.

## MATERIAL ISSUES COVERED

- Energy and Climate
- Environmental Resources Management

## SDG ALIGNMENT



# Energy and Climate

Eshraq has implemented measures to better manage its energy consumption and improve understanding and behavioral change around energy use amongst its employees. At Eshraq air-conditioning (AC) thermostats are maintained on “auto mode” at 22 C - 24 C and turned off after office hours to ensure the offices are not cooled during unoccupied periods.

Energy consumption	2020	2021	2022
<b>Direct energy consumption</b>			
Petrol consumption from operations and vehicles (L)	6,014	5,332	6,598
<b>Indirect energy consumption</b>			
Electricity consumption (office, storage, facilities, etc.) (kWh)	31,325.00	483,684.00	9,775,307.30
<b>Total energy consumption</b>			
Total direct and indirect energy consumed (GJ)	314.40	1,920.02	35,412.31
Energy intensity (GJ/employee)	8.73	50.53	863.71

Scope: Eshraq Investments PJSC, Nuran Marina, Marina Rise Tower (2021, 2022) and Beans & Pages (2022)

The table below provides an outline of GHG consumption data at Eshraq. The increase in electricity consumption has resulted in the subsequent increase in GHG emissions during the 2020 to 2022 reporting period.

GHG Emissions	2020	2021	2022
Direct GHG emissions (Scope 1) (tonnes of CO2eq)	13.92	12.34	15.27
Indirect GHG emissions (scope 2) (tonnes of CO2eq)	21.18	326.97	6,608.22
Total GHG emissions (tonnes of CO2eq)	35	339	6,623
Carbon emission intensity (tonnes of CO2eq/employee)	0.97	8.93	161.55

Scope: Eshraq Investments PJSC, Nuran Marina, Marina Rise Tower (2021, 2022) and Beans & Pages (2022)

“ Marina Rise was built according to Estidama to ensure that sustainability is continually addressed within the building through four aspects: environmental, economic, social and cultural

## Spotlight: Estidama Design for Marina Rise

Estidama is a building design methodology for constructing and operating buildings and communities more sustainably. Aligning with Abu Dhabi Vision 2030, Marina Rise was built according to Estidama to ensure that sustainability is continually addressed within the building through four aspects: environmental, economic, social and cultural. To obtain the Estidama rating Marina Rise adopted the following measures: conserve and preserve natural systems, improve the quality of outdoor and indoor spaces, reduce water consumption, conserve energy through passive design measures and consider the life cycle when selecting material.

The Estidama program is mandatory in Abu Dhabi, United Arab Emirates - all buildings must achieve a minimum 1 Pearl Rating, and all government-funded buildings must achieve a minimum 2 Pearl Rating. The Pearl Rating System (PRS) has been designed to support sustainable development from design to construction to operational accountability and provides guidance and requirements to rate a project’s potential performance in relation to the four pillars of Estidama.



# Environmental Resource Management

Eshraq is committed to managing its resource consumption in a responsible manner. Harnessing digitalization and goals to become paperless have been an important way to contribute towards this. In 2018, we began the use of ACONEX software in our workflows and emails to obtain digital approval/e-signatures on documents rather than paper-based signatures.



# 10,522

(M3) Total Water Consumption

Eshraq policy documents are now available on company shared drives instead of providing employees with hard copies, paper records have been converted into digital content to reduce the amount of paper being stored in the office; and new measures have been introduced to encourage employees to reduce the printing of agendas and reports, sharing them in soft copies instead.

Eshraq is also procuring environmentally friendly paper when printing is necessary and re-using stationary and pens wherever possible.

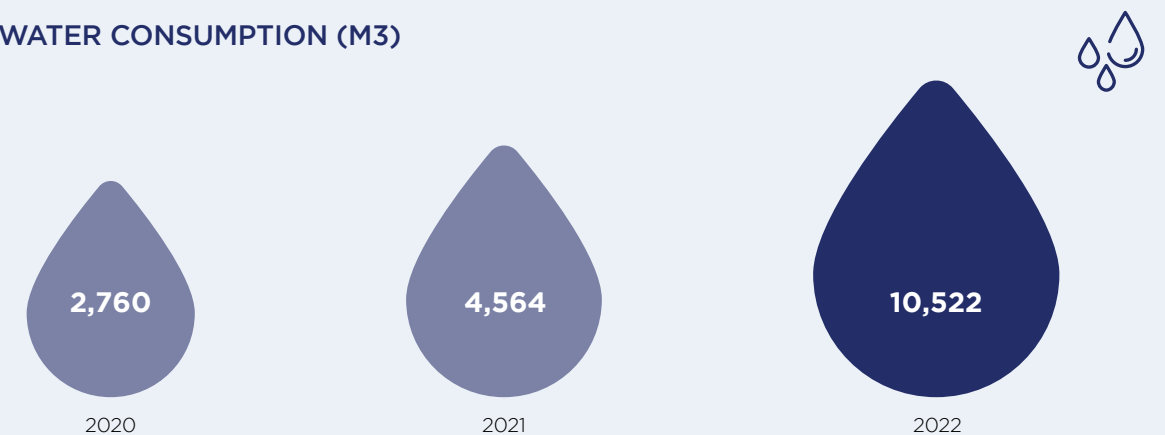
## Spotlight: Nuran Marina

Nuran's Building Management System project was a major environmental improvement programme in 2022 - which gave it better insight to its energy consumption and allowed it to take control of costs. With technology enhancements, it has become possible for Nuran to be proactive at all times; monitoring energy consumption readings and making real time changes to the units. Nuran Marina also follows Dubai Sustainable Tourism Guidelines by promoting guest education and implementing energy saving and water saving prompts for occupants. Measures include the placement of notices in bathrooms for guests to save water by using specially designed reduced water showers, and placing messages for guests by balcony doors to encourage them to keep these closed to save energy. Nuran has also placed messages in apartments outlining the importance of the sustainability actions which it is initiating.

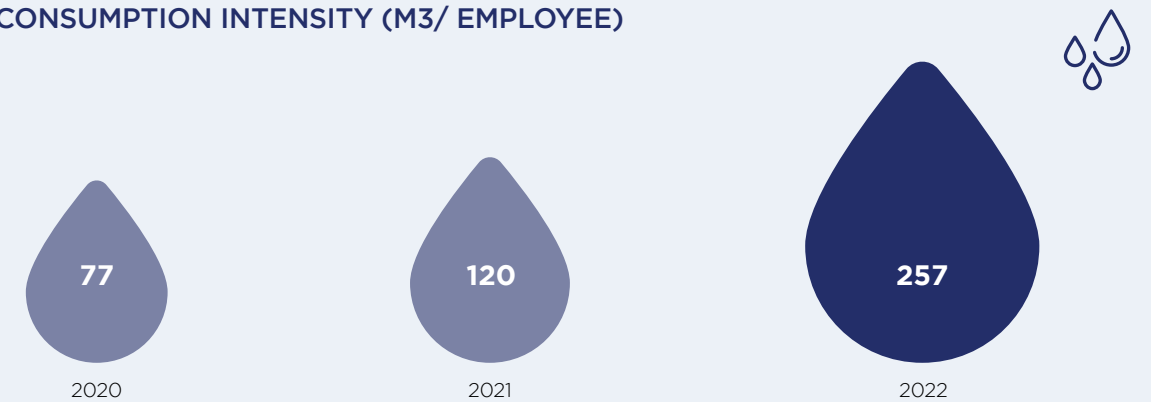


The table below provides an overview of the water consumption data for Eshraq during the reporting period of 2022. It can be observed that there has been an increase in water consumption, which is primarily attributed to the return of employees to the offices in 2022. Notably, during 2020 and 2021, a significant number of employees were working from home, which resulted in lower water consumption levels during that time period.

### TOTAL WATER CONSUMPTION (M3)



### WATER CONSUMPTION INTENSITY (M3/ EMPLOYEE)





# Taking Care of Our People

Our people are our greatest asset and we are committed to creating a safe and inclusive environment where they can thrive and grow. Eshraq fosters a safe and inclusive working environment throughout the organization.

## MATERIAL ISSUES COVERED

- Employee Wellbeing and Talent Management
- Ethics and Compliance

## SDG ALIGNMENT



# Employee Wellbeing and Talent Management

Eshraq understands the importance of physical and mental wellbeing, a key challenge of 2022 was the increase in workload faced by employees. Open and active dialogue between management and employees as well as a supportive and understanding work culture helped to overcome this challenge.

The table opposite provides an overview of the workforce data at Eshraq. As a company, we are committed to supporting the UAE's efforts towards greater nationalization. We are proud to have a highly qualified and diverse team that includes a female Emirati employee at a senior management level in 2022, which serves as a testament to our commitment to promoting gender diversity and inclusion in the workplace.



# 60

Total number of employees



Workforce size	2020	2021	2022
Total number of employees	51	55	60
Full-time employees	36	38	41
Part-time employees	0	0	0

### Workforce by employment level

Full time employees in senior management	6	7	7
Female	0	1	1
Male	6	6	6
Full time employees in middle management	6	6	6
Female	3	3	3
Male	3	3	3
Full time employee staff (other levels)	24	25	28
Female	7	7	7
Male	17	18	21

### Workforce by gender profile

Female full-time employees	10	11	11
Male full-time employees	26	27	30

Scope: Eshraq Investments PJSC, Nuran Marina, Beans & Pages (2022) and Burj Daman Tower

## Marina Rise

Health and safety management is important to Eshraq, we have no reported injuries during this reporting period. We strive to provide our employees with a safe and healthy workplace. For example, our Marina Rise development has detailed Monthly

Project Reports which include metrics for Health and Safety and a Risk Register.

The table below outlines the number of employee and contractor hours at Eshraq.

Health and Safety	2020	2021	2022
Total employee hours	58,400	61,320	70,080
Total contractor hours	1,553,800	319,640	49,640
Employee fatalities	0	0	0
Contractor fatalities	0	0	0
Employee total recordable injuries	0	0	0
Contractor total recordable injuries	0	0	0
Employee lost-time injuries	0	0	0
Contractor lost-time injuries	0	0	0

Scope: Eshraq Investments PJSC, Nuran Marina and Marina Rise Tower



# Zero

Employee total recordable injuries in 2022



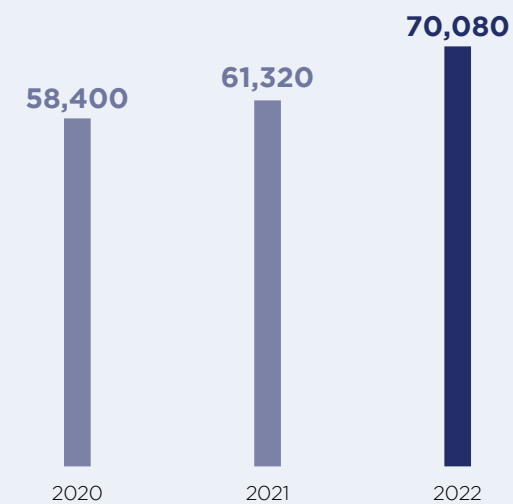
# Zero

Employee lost-time injuries in 2022

Learning and development are the cornerstones to a productive and efficient workforce. At Eshraq this is undertaken on the job or through virtual courses. For example, all training at Nuran Marina is completed as part of the Department of Tourism and Commerce Marketing (DTCM) and the Security Industry Regulatory Authority (SIRA) guidelines. These comprehensive courses cover a range of topics including guest service, UAE tourism targets, as well as hospitality rules and regulations.

To ensure that our employees have a solid understanding of the training material, online tests are incorporated into the training process. At the completion of each chapter, a test must be taken and passed before proceeding to the next chapter. If the test is not passed with a score of at least 80%, employees are encouraged to review the material and retake the test until they achieve a passing percentage.

### TOTAL EMPLOYEE HOURS





# Ethics and Compliance

**Compliance with all relevant laws, regulations and rules, and adherence to the highest ethical and professional standards constitute an integral part of Eshraq's business principles.**

The company has a Code of Ethics policy to ensure awareness of and adherence to all applicable laws, policies and procedures by its employees. These rules are also applicable to employees, authorities or other entities dealing with the Company.

Eshraq is committed to the highest standards of transparency, probity, and accountability. Therefore, it has a Whistleblowing Policy for employees to voice any concerns in an effective and responsive manner. The policy outlines, amongst other things, examples of concerns that may be raised by employees, and has safeguards available to employees and procedures for raising a concern.

Eshraq adheres to all applicable laws and regulations under the Ministry of Human Resources & Emiratization.

“ ”  
Eshraq is committed to the highest standards of transparency, probity, and accountability

Chapter 5

# Building a **Thriving Community**

We believe that our success is underpinned by the well-being of the communities we operate in. We are committed to ensuring that our activities contribute towards a strong and vibrant community.

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#### MATERIAL ISSUES COVERED

- Local Communities
- Customer Health and Safety

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#### SDG ALIGNMENT



# Local Communities

Eshraq is committed to supporting the communities we operate in and continually look for initiatives to enrich them further. In July 2022 Eshraq invested AED 2 million towards the Beans and Pages Library. The library, which is based in the Marina Rise Tower in Abu Dhabi holds 11,000 books which are available for members to loan.

Furthermore, we aim to support young people in our communities - our legal team participate in providing training to law students and offer internships for promising individuals.

At Eshraq, we recognize the importance of supporting local suppliers and we prioritize procurement from local suppliers whenever possible. In 2022 over 90% of total procurement spending was from local suppliers. For example, at Marina Rise, we have identified opportunities to source materials and services locally, including main works packages, piling supervision, site supervision, supervision overtimes, and tie-in connections such as gas, transformers, home automation systems, and cooling

systems. By working with local suppliers, we not only contribute to the growth and development of the community, but also ensure that our projects are delivered on time, within budget, and with the highest quality standards.

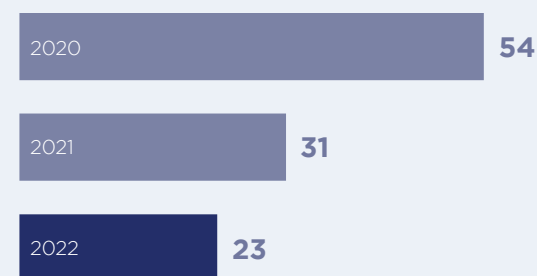
The table below outlines procurement data at Eshraq. The fall in procurement between 2020 and 2022 is largely attributed to the completion of work at the Marina Rise Tower in 2021.



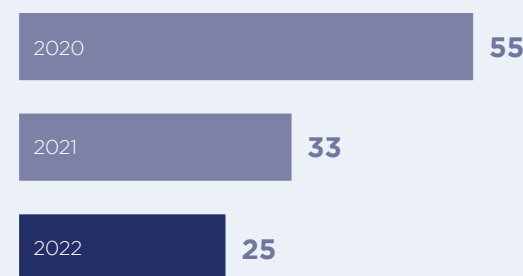
## 2m AED

Amount of community investment in 2022  
Scope: Eshraq Investments PJSC

PROCUREMENT SPENDING ON LOCAL SUPPLIERS (MILLIONS AED)



TOTAL PROCUREMENT SPENDING (MILLIONS AED)



Scope: Eshraq Investments PJSC, Marina Rise Tower, Nuran Marina and Beans & Pages

## Spotlight: Marina Rise

The Marina Rise development has successfully fulfilled the aspiration to create a thriving community by providing an extensive range of amenities and services. Situated in the heart of Al Reem Island, the residential building is strategically located within a 5 - 10 minute walk to major public transportation hubs as well as the Cleveland Clinic and ADGM, as well as popular shopping destinations including the Abu Dhabi Mall and Galleria Mall.

The residential building boasts a host of key amenities such as a well-equipped gym, inviting adult and kids' pools, a relaxing jacuzzi, a rejuvenating sauna, outdoor exercise areas, and serene external lounge areas located on the 22nd level. Additionally, the podium houses retail shops at the Canal front, granting residents access to the Promenade.



# Customer Health and Safety

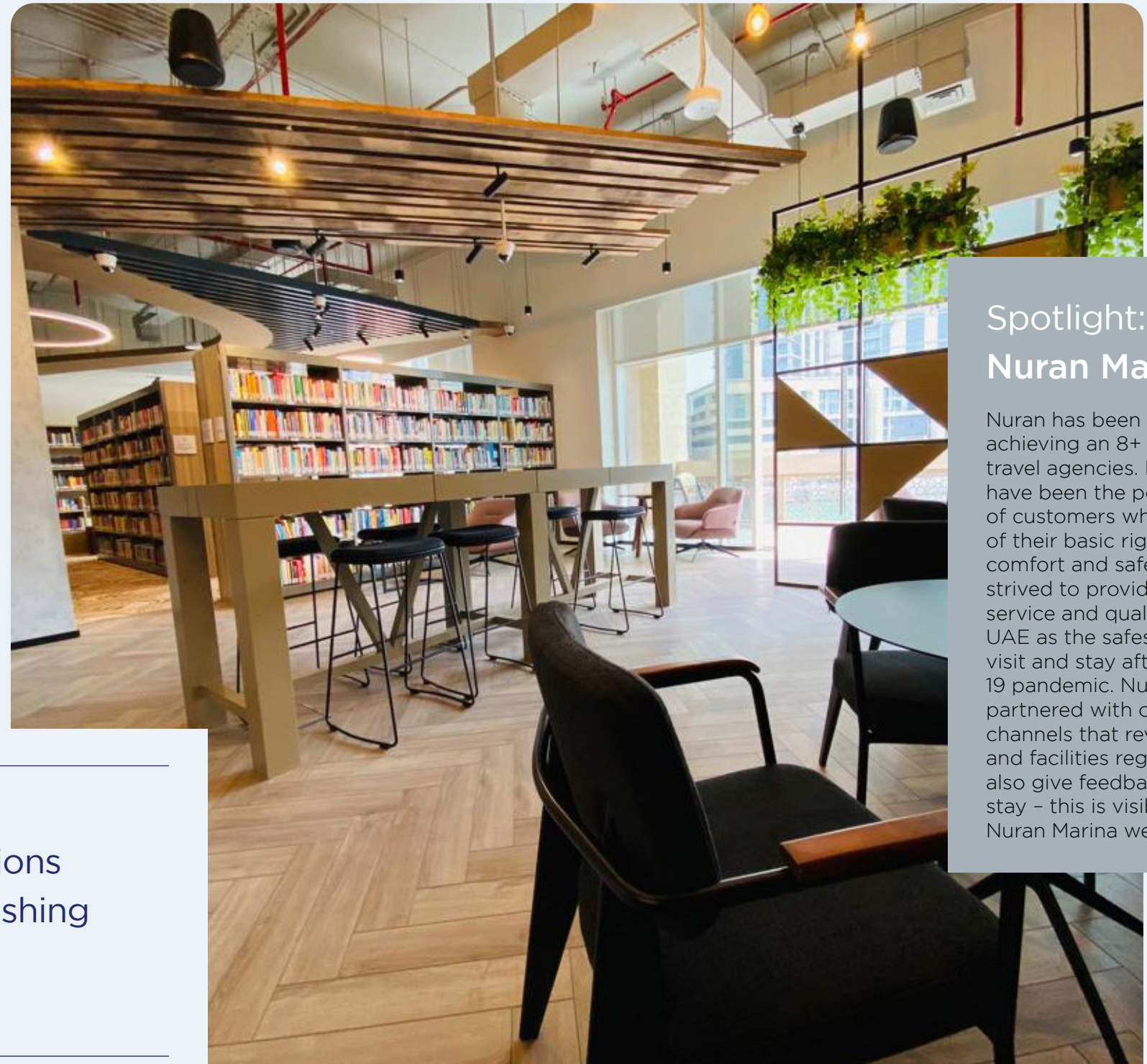
**Eshraq believes that maintaining trustworthy customer relationships is integral for the sustainability of its business. Eshraq aims to comply with all laws and regulations in its operating markets.**

Eshraq have a dedicated communications charter to promote more effective communications between the company and its stakeholders. The company enhanced its channels of communications with stakeholders by establishing dedicated access to a representative at Eshraq; for receiving complaints and recommendations and suggestions. The mechanism for any feedback is via the Investor Relations section of the company's website, where concerns and supporting documentation can be added. Recommendations and suggestions are directed to the board secretary, and grievances are directed to Internal Audit.

At Eshraq, we are committed to ensuring the safety of our customers, including in the digital realm. In 2022, Eshraq received no recorded complaints concerning breaches of customer privacy and losses of customer data. Additionally, there have been no incidents of non-compliance concerning customer health and safety.



The company enhanced its channels of communications with stakeholders by establishing dedicated access to a representative at Eshraq



## Spotlight: Nuran Marina



Nuran has been working on achieving an 8+ rating on all online travel agencies. Major challenges have been the post Covid 19 return of customers who are more aware of their basic rights to hygiene, comfort and safety. Nuran has strived to provide high levels of service and quality; to showcase UAE as the safest country to visit and stay after the Covid 19 pandemic. Nuran Marina has partnered with online booking channels that review all its services and facilities regularly – guests also give feedback after each stay – this is visible to all on Nuran Marina web pages.

Chapter 6





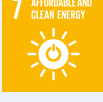

# Appendices












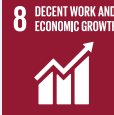





APPENDIX A.

# ADX ESG Disclosure Guidelines

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
<b>Environment</b>				
E1. GHG Emissions	E1.1) Total amount in CO2 equivalents, for Scope 1	GRI 305: Emissions 2016		12
	E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)			12
	E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)			N/A
E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	GRI 305: Emissions 2016		12
	E2.2) Total non-GHG emissions per output scaling factor			N/A
E3. Energy Usage	E3.1) Total amount of energy directly consumed	GRI 302: Energy 2016		11
	E3.2) Total amount of energy indirectly consumed			12
E4. Energy Intensity	Total direct energy usage per output scaling factor	GRI 302: Energy 2016		12
E5. Energy Mix	Percentage: Energy usage by generation type	GRI 302: Energy 2016		N/A
E6. Water Usage	E6.1) Total amount of water consumed	GRI 303: Water and Effluents 2018		13
	E6.2) Total amount of water reclaimed			N/A
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 103: Management Approach 2016		N/A
	E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No			N/A
	E7.3) Does your company use a recognized energy management system?			N/A

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		11
E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No	GRI 102: General Disclosures 2016		6
E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development			N/A
<b>Social</b>				
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation	GRI 102: General Disclosures 2016		N/A
	S1.2) Does your company report this metric in regulatory filings? Yes/No			N/A
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	GRI 405: Diversity and Equal Opportunity 2016		N/A
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	GRI 401: Employment 2016		N/A
	S3.2) Percentage: Year-over-year change for part-time employees			N/A
	S3.3) Percentage: Year-over-year change for contractors/consultants			N/A
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	GRI 102: General Disclosures 2016 GRI 405: Diversity and Equal Opportunity 2016		14
	S4.2) Percentage: Entry- and mid-level positions held by men and women			14
	S4.3) Percentage: Senior- and executive-level positions held by men and women			14
S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	GRI 102: General Disclosures 2016		14
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants			14

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
S6. Non-Discrimination	Does your company follow a non-discrimination policy? Yes/No	GRI 103: Management Approach 2016*		N/A
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	GRI 403: Occupational Health and Safety 2018		15
S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	GRI 103: Management Approach 2016*		N/A
S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	GRI 103: Management Approach 2016*		N/A
	S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No			N/A
S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	GRI 103: Management Approach 2016		N/A
	S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No			N/A
S11. Nationalization	Percentage of national employees			14
S12. Community Investment	Amount invested in the community, as a percentage of company revenues.	GRI 413: Local Communities 2016		N/A
<b>Governance</b>				
G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	GRI 405: Diversity and Equal Opportunity 2016		7
	G1.2) Percentage: Committee chairs occupied by men and women			N/A
G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No			N/A
	G2.2) Percentage: Total board seats occupied by independent board members			7

Metric	Calculation	Corresponding GRI Standard	Corresponding SDG	Coverage
G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability?			N/A
G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No			N/A
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?			N/A
G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No			15
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?			N/A
G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No			N/A
	G6.2) Has your company taken steps to comply with GDPR rules? Yes/No			N/A
G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No			2
G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No			2
	G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No			9
	G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No			N/A
G9. External Assurance	Are your sustainability disclosures assured or validated by a third-party audit firm? Yes/No	* GRI 103: Management Approach 2016 is to be used in combination with the topic specific Standards		N/A

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